



仁寶電腦工業股份有限公司
COMPAL ELECTRONICS, INC.

Living Wage Commitment

Our Commitment

Compal supports United Nations' Sustainable Development Goals. Compal compensates employees in full compliance with regulations, and supports the concept of paying living wage that can provide decent standards of living for employees and their families. Compal commits to paying living wage to employees by 2030, and continuously explore opportunities to extend the same concept to our contractors and suppliers.

Our Methodology

1. Set the Living Wage Benchmark for key sites, referencing data published by local governments or relevant associations and following the Anker Methodology.
2. For key sites, evaluate whether the compensation (excluding overtime and bonus) paid to employees meet the Living Wage Benchmark, and devise actions plans where the benchmark is not met. Some job functions' compensation structures fluctuate more with global economics conditions and the corresponding production plans adjustments, thus those groups of employee are outside of the evaluation scope.

2023-2024 Progress

1. Established the Living Wage Benchmark database for key sites, covering Taiwan, China, Vietnam, and USA. For instance, the Living Wage Benchmark for Taiwan headquarter is calculated by aggregating the costs of food, clothing, housing, transportation, education, health, social insurance and taxes, then divided by the number of income earners in a typical household (based on the survey of family income and expenditure published by the government).
2. Evaluate whether the employees are paid living wage at these key sites.

Next Steps

1. Update the Living Wage Benchmark database to include Brazil or other key sites.
2. Complete the living wage assessment and devise actions plans if necessary.
3. Continuously explore opportunities to extend the concept of paying living wage to employees to our contractors and suppliers.